



# VIEWS from the Hill



Sheriff Frank G. Cousins, Jr.

Vol. 14, No. 11

The Official Newsletter of the Essex County Sheriff's Office

Summer - 2008

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## BTA 08-01

The 27 members of Basic Training Academy Class 08-01 were welcomed into the ranks of the Essex County Sheriff's Department at a gala graduation ceremony conducted at the South Lawrence East Elementary School in June.

In front of their families, Sheriff Frank G. Cousins, Jr. and his administrative staff, and their new colleagues, the class members were pinned and recited their oath of office.

Christine Fishken, who served as the commandant for the class, addressed her former charges in a smartly written speech that kept her audience's attention.

"...Our biggest accomplishment prior to the academy selection was having several evaluations on these recruits, having as many as 50 different correctional professional give the staff feedback, from captains all the way down to correctional officers, and all ranks in between," Commandant Fishken said. "It was these people who determined who the 'best of the best' were to be selected for the 08-01 class. All the recruits had worked a minimum of 50 shifts as reserve officers, and because



The infamous "mud bowl."

of this, had entered the academy with a wealth of knowledge, experience and understanding of their full time duties as correctional officers."

The physical and mental training the recruits endured during their stay at the academy was extremely strenuous, Commandant Fishken said.

"...This class had the pleasure of Sheriff Cousins running with us during our first and last group runs lead by DI Frost. Twice a week the recruits were subjected to circuit training led by myself and Fridays were the obstacle course with Senior Drill McAuliffe, concluding with the infamous 'mud-bowl,' said Commandant Fishken.

On behalf of all of us here at *VIEWS from the Hill*, we would like to offer congratulations to: **Gary Desrochers, John Hinchey, Bret Graham, Dominic Cannata, Mary Cruz, Gina Curcio, Shawn Deleskey, Armin Dzanic, Christine Eisenhaure, Matthew Gleason, Wilson Geronimo, Anthony Pasquarello, Lynne Hansen, Daniel Juralewicz, Kathy Lawrence, Karen Martin, Darya Maslova, John Nguyen, Jennifer Poulin, Vincent Troisi, Maurice Pratt, Jose Santiago, Michael Trencher, Kristyn Rowe, Charles Sullivan, Christopher Walsh and Daniel Whipple.**

Commandant Fishken, as she concluded her speech, said the class is one everyone associated with the Essex County Sheriff's Department can be proud of.

"This class had its share of issues, one recruit, though given every opportunity to do so by staff, and more importantly his peers, could not cross the professional threshold to our agency's core ethical principles and was separated at the beginning of week eight. Sheriff, this is the commitment set out by your academy staff that ethical values and a strong moral code are the basic requirements for employment," she said.



## Anniversaries

### TEN YEARS

**Robert Burnham  
Keith Steeves  
David Mangold  
Jason Hancock  
Michael Mailhot  
James Morecroft  
Kenneth O'Brien  
John Pickles  
Robert Sice  
Brian Vaughn**

### FIFTEEN YEARS

**David Russo  
Marc Fitzpatrick  
Paul Hardy  
Carrie Keating  
John LeBlanc  
Lloyd Nordgren  
Linda Parker  
Kelly Cunha  
Steve Jankowski  
Scott Sousa  
Christopher Warren**

### TWENTY YEARS

**Stephen Bornstein  
Wayne Garrett  
Robert Walsh  
Kevin Anderson**

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Essex County Sheriff's Office**

## **"Acts of Worship"**

In August, award-winning filmmaker Rosemary Rodriguez and her husband, Nestor, visited the Women In Transition facility and screened a copy of her film "Acts of Worship" for the residents.

The film deals with issues of addiction, relationships, loss and hope for the future. All of the administrators at the WIT wanted to show the film to the residents because unlike similarly-themed movies in popular culture, it does not glamorize drug use.

Before rising to prominence in the entertainment industry, Rodriguez and her husband, Nestor, were drug addicts. After the screening of their film, in which Nestor had a starring role, the duo talked to the residents about the importance of engaging in recovery; the need for healthy support systems; and goal setting. The residents learned a lot from their stories.

Getting the Rodriguez' to visit was a coup for the WIT program. Their film, when it first came out in 2002, garnered the "Best Feature Film" award at the Magnolia Independent Film Festival, the "Independent Voice" award at the Santa Barbara International Film Festival, and the "New Filmmakers Forum" award at the St. Louis International Film Festival.

Following the success of her film, Ms. Rodriguez went on and directed episodes of the television programs *Without a Trace*, *Law and Order*, and *3rd Watch*, to name just a few of her credits.

Contributed by Heidi Dube

## **Remaining 2008 Holidays**

Columbus Day .....	Monday, Oct 13
Veterans' Day .....	Tuesday, Nov 11
Thanksgiving .....	Thursday, Nov 27
Christmas .....	Thursday, Dec 25



## Reentry Transitional Unit

Consistent with the philosophy of the sheriff's department regarding reentry, the Reentry Transitional Unit (RTU) has, for lack of a better phrase - broken new ground within our reentry initiatives. As with previous RTU program objectives of treatment, behavior modification and the securing of programs for offender post release, offender employment has been an arena that has required attention.

The RTU approach has been one of providing tools that are both comprehensive and practical for the offender upon his release. One of these tools is equipping the offender with the means, as well as the knowledge, for securing employment. To date, a curriculum has been developed to facilitate offender advancement in securing employment both at his time of release, but more importantly during his incarceration.

Some of the more notable courses being offered are:

### **Resume Building Workshops**

This class explores the fundamentals of a sound and inclusive resume. Participants are provided an opportunity to discuss the development of a resume and gain insight into tailoring a personalized resume for the work force.

### **Computer Lab Workshops**

During this period participants receive tutoring and training on the computer for constructing their resumes

### **Job Interview Skills Workshops**

This class examines the essential issues related to presenting yourself during an interview. Participants review the basics of interviewing as well as an in-depth exploration of what questions they may be faced with and their effective responses. The final portion of the class includes role-playing exercises.

A vital component of this initiative is the need to develop collaborative partnerships with community providers as well as private industry. Some community providers that have been instrumental in developing employment for our RTU population has been the Department of Employment and Training (DET) offices out of Lynn and Salem.

The Lynn DET office has agreed to provide a training curriculum for this unit as a compliment to our own efforts. Opportunities that will be available through the DET will be a continuation of GED completion, training, and employment.

In the future, it is the desire of this program to create partnerships with as many employers as possible, and provide our soon to be released population with the knowledge, skills and resources necessary for their successful reentry into their respective communities.

Contributed by Jason Faro



## Fighting Breast Cancer

On a sun-splashed day in early September, several members of the Essex County Sheriff's Department convened at the Georgetown Country Club and participated in a charity golf tournament to raise money for the fight against breast cancer.

All proceeds from the tournament, which was organized by Essex County Sheriff's Department Correctional Officer Jeff Gallo, went to the Massachusetts Breast Cancer Coalition.

Officer Gallo said he organized the tournament in honor of his grandmother, who passed away from breast cancer on November 6, 2001.

"I wanted to do something for the department and for her," he said during a break in the action at the tournament. "I'm happy that guys from IBCO, the ECCOA, and the administration are here.

Sergeant Michael Roach, who works the 120A Unit in Middleton, said he was happy to participate in the tournament and golf at a course as nice as the GCC.

"I think it's a beautiful course. Normally, I wouldn't be able to play on a course as nice as this," he said.

Robert Gordon, one of Jeff Gallo's friends, said the effort put into organizing the tournament was first rate.

"He put it together on very short notice," Mr. Gordon said, referring to Jeff. "I think it's a testament to his efforts and those of his fellow employees."

Approximately 60 golfers participated. Thirty-six people sponsored a hole. There was also a raffle that raised money for the fight against breast cancer.

Mr. Gallo said the tournament garnered approximately \$5400. He said he expects next year's tournament to draw a lot more golfers.



## Fighting Breast Cancer (cont.)

### Scenes from a day on the links...



Picture at Left - Kayla Gallo, Jeff Gallo, Greg Bowden, Sergeant Michael Roach, and Robert Gordon pause before playing through.



Can you find the Director of Security in the above picture?

Picture at Right - Sheriff Cousins with his playing partners, from left, Nick McCarthy, Mike Mailhot, and E. J. Prescott.





## Your “SMART” Plan

The new SMART (SAVE MONEY AND RETIRE TOMORROW) Plan representative for the Essex County Sheriff's Department is Laurence Guelfo.

The “SMART” Plan is Massachusetts' Deferred Compensation Plan for its state workers. The goal is to help state employees secure a comfortable financial future.

With the SMART Plan, you can save and invest on a tax-deferred basis to help you better prepare for retirement.

Mr. Guelfo is tasked with helping you choose the investment options that will best serve and meet your financial needs.

He can be reached at 1-877-457-1900 Ext. 20079 or 1-781-915-8661. His email address is [laurence.guelfo@gwrs.com](mailto:laurence.guelfo@gwrs.com).

## Congratulations!

The next time you see Assistant Deputy Superintendent Mark Cassola and Sergeant Chris Mansur around the facility in Middleton, you may want to offer them up a hearty round of applause.

The duo recently spent a week at “Manadnock” expandable baton training in Lowell, and ADS Cassola captured first place following a competition that featured agility drills, self-defense strikes and different techniques and postures.

ADS Cassola competed against 200 people from across the planet.

“They did a great job and deserve to be recognized for their skills,” said Essex County Sheriff's Department Statistician Moe Pratt. “They competed against the best and were the best.”





## Empowerment In 2008

The department's 8th annual Empowerment Conference is set for October 9 and 10 at the Sheraton Ferncroft in Danvers.

The theme of this year's gathering is *C3P: Collaborating, Communicating, Coordinating and Partnering in Law Enforcement*.

Some of the scheduled speakers include Boston Police Commissioner Edward Davis, West Newbury Police Chief Lisa Holmes, and Peabody Police Chief Robert Champagne.

The array of seminars that will be offered are extensive. One, that will be taught by the sheriff's department's Moe Pratt, is *Keeping Positive in Your Work Environment*. The presentation will focus on maintaining a better attitude at work and outside of work. Topics covered will include ways to stay positive; identifying and dealing with energy takers; and managing time, interruptions and you.

Another class will be *Verbal Judo - Tactical Communication for Law Enforcement*. The course will look at the ways in which "presence and words" can be used to calm difficult people who may be under severe emotional or other influences, redirect the behavior of hostile people, diffuse potentially dangerous situations, perform professionally under all conditions, and achieve the desired outcome in the encounter.

If you are interested in attending, please contact Missey Donohue at Ext. 3360 for further details.

## Sheriff Cousins Receives CAM Award

Essex County Sheriff Frank G. Cousins, Jr. has been awarded the prestigious **Howard B. Gill Lifetime Achievement Award** from the members of the **Correctional Association of Massachusetts (CAM)**. The award is named in honor of founding CAM member and correctional pioneer Howard B. Gill. It is an acknowledgement of the sheriff always striving to "...improved the conditions of those who work in the system as well as those whom the system serves."

In his acceptance of the award, Sheriff Cousins stressed that it was not given to him on a unilateral basis. Rather, it was given because of all the wonderful work the men and women at the Essex County Sheriff's Department engage in on a daily basis.

"This award is a reflection of the work of the staff, and the good job that everyone does when they report for their particular assignments," Sheriff Cousins said. "A lot of people are doing a lot of good things in the realm of rehabilitation and reentry for the constituencies we serve."



## Sheriff's Message

A lot has happened since the last time I wrote in this space, so let's get right to it:

The award I received at the start of the summer from the Correctional Association of Massachusetts was a reflection of all the good work that each



**Sheriff Frank G. Cousins, Jr.**

and every one of you do here at this department. What we are doing as an institution in the areas of rehabilitation and reentry is truly extraordinary and being noticed by others outside of our department. I appreciate all of your innovations, motivation and attention to deal. Thanks to all for making my job a pleasure.

- A lot of you have been wondering if we are going to come up with more space to deal with our seemingly forever increasing inmate population in Middleton. We are pondering several different ideas at the present time. When a concrete decision has been made the news will be disseminated in an expeditious fashion.

- The graduation ceremony conducted earlier this summer and written about on the front page of this edition was a good one. Approximately 450 people witnessed the new class being sworn in. Everyone looked great in their Class A uniforms. Kudos to all.

- I can't encourage all of you strongly enough that if you are eligible, study and take the promotional exams when they are offered.

## VIEWS FROM THE HILL

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**Vol. 14 No. 11**

Published quarterly for the employees of Essex County Sheriff's Department Middleton, MA.

All opinions expressed in this newsletter are those of the writers and are not intended to reflect policy or the opinions of management of this Department.

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The only obstacles standing in the way of your advancement are your heart and ambition. Avail yourselves of the opportunities you have here to achieve and build a career.

- Joel Tavares and A.C. Calcano are moving on to other opportunities in their careers. I know we all wish them well.